



No
More
Stolen
Childhoods

**2021 Summary
Strategic Plan**

“Honoring the past and looking to the future”

Executive Summary

No More Stolen Childhoods (NMSC) is a 501(c)3 non-profit organization founded in 2004 to provide services to those impacted by child sexual abuse.

The organization fulfills its mission by providing grants for counseling to adult survivors of child sexual abuse and by the delivering prevention and recovery training to caregivers, medical professionals, and mandated reporters. NMSC leverages partnerships with medical and research institutions as well as licensed practitioners to expand its reach and impact.

NMSC's founder is an adult survivor of child sexual abuse who has courageously shared his story and started the organization to ensure that other adult survivors have access to counseling. Training related to awareness and prevention of child sexual abuse has been added to NMSC's services, and the organization has more recently participated in efforts to support legislation protecting children and the ability of adults to seek justice in child sexual abuse cases. Over the past five years, the organization has seen growth in staffing, reach of services, financial support, and governance. Today its capable Board of Directors provides governance and oversight to the organization and its second full-time Executive Director, Katie Cashman.

Today, NMSC honors and respects its roots and is excited about its future. The organization is committed to approaching the epidemic of child sexual abuse from a public health and "Information first" perspective, collaborating with and learning from leading researchers and consortia in Maryland and nationwide, and listening to survivors, peer organizations, and practitioners to ensure that it is identifying and meeting needs locally. Over the next five years, NMSC will ensure fulfillment of its mission and stability of the organization through implementing strategic initiatives that support its commitment to providing hope and healing to those impacted by or vulnerable to child sexual abuse.

NMSC's Mission is to engage all communities in the prevention of and healing from child sexual abuse.

NMSC envisions a world where we all understand the innumerable impacts of child sexual abuse and are compelled to eliminate it.

***NMSC Values
Courage, Equity,
Transparency,
Knowledge and
Collaboration***

NMSC's Strategic Priorities

NMSC has developed a set of seven guiding “Strategic Priorities” through a thoughtful and inclusive process involving the Board, staff, and partners, informed by extensive fact gathering related to current efforts to address child sexual abuse in Maryland and beyond, as well as NMSC’s internal capacity and competencies. The following goals will define success in each of the seven Strategic Priority areas:



Programming: NMSC offers programs and services that are timely, effective, and ever-evolving to meet the needs of those we serve



Learning: NMSC is informed and guided by public health science and best practices in fulfillment of its Mission



Communications and Identity: NMSC's identity is clear and consistent and its voice is valued in the communities we serve



Governance: NMSC has an effective and engaged governance structure that can support a mature organization



Equity and Representation: NMSC embraces a culture that values diversity, advocates for equality, and promotes inclusiveness and accessibility



Financial Support and Engagement: NMSC is a financially healthy and sustainable non-profit with diverse revenue sources and effective donor engagement



Foundation for Growth: NMSC builds upon its accomplishments to create a stable and scalable organization that is positioned to address new or unmet needs

Work on the initiatives in these seven categories will support the continued development of NMSC as a mature and high-functioning organization, which will in turn allow NMSC to identify and execute on the most impactful ways to provide service to those impacted by child sexual abuse. Successfully implementing this plan will support NMSC’s continued ability to honor its roots and look to the future, providing hope and healing to those who have experienced or are vulnerable to child sexual abuse.

This plan is intended to be a dynamic, “living” document. Staff and Board will revisit the plan at least annually, ideally at a retreat where there is time to learn about any organizational or external changes as well as outcomes of NMSC’s work, reflect on the organization’s priorities, and ensure that the plan represents those priorities.